

STATE OF COLORADO

DIVISION OF HOUSING

Kathi Williams, Director

STATE HOUSING BOARD MEETING
Centennial Building
1313 Sherman St., Denver, CO, Room 318
Tuesday, July 8, 2008



AGENDA

| | | |
|-----------|---|----------------|
| 1:00 p.m. | Convene SHB Meeting - Approval of Minutes | Theo Gregory |
| | Director's Comments | Kathi Williams |

Application Presentations

| <u>Time</u> | <u>Project #</u> | <u>Project Name and Applicant</u> | <u>Presenters</u> |
|-------------|------------------|---|-------------------------------|
| 1:15 p.m. | 08-056 | Housing Authority of the City of Loveland Housing Rehabilitation Program | Denise Selders & Amy Irwin |
| 1:30 p.m. | 08-067 | Upper Arkansas Area Development Corporation Housing Rehabilitation Program | Ann Watts & Judy Lohnes |

Approval Process

| | | |
|-----------|--------|--------|
| 1:45 p.m. | 08-056 | 08-067 |
|-----------|--------|--------|

Other Business

| | | |
|-----------|-------------------------------|--------------|
| 2:00 p.m. | Codes Section Programs Update | Steve Bernia |
|-----------|-------------------------------|--------------|

Reasonable accommodation will be provided upon request for persons with disabilities. If you are a person with a disability who requires an accommodation to participate in this public meeting, please notify Trang Van at (303) 866-5657 by July 7, 2008.

| | | | | |
|-----|-------------------|------------|--------------|-----------------------------|
| cc: | Susan Kirkpatrick | CHATS | Teresa Duran | Kathi Williams |
| | Rick Hanger | Lynn Shine | Steve Bernia | State Housing Board Members |

STATE HOUSING BOARD MINUTES
Colorado Division of Housing
1313 Sherman St., Denver, CO, Room 318
Tuesday, June 10, 2008

BOARD MEMBERS PRESENT: Suzanne Anarde, Theo Gregory, Sally Hatcher, Mike Rosser and Karen Weitkunat

BOARD MEMBERS ABSENT: Jack Kelly and Gene Lucero

DOH STAFF PRESENT: Kathi Williams, Rick Hanger, Teresa Duran, Autumn Gold, Meghen Duggins, Denise Selders, Robert Thompson and Trang Van

CALL TO ORDER: The meeting was called to order by Theo Gregory at 1:00 p.m.

APPROVAL OF MINUTES: Minutes of the May 2008 meeting were approved.

DIRECTOR'S COMMENTS

Director Williams would like to update the State Housing Board on a few items.

- The Colorado Investment Fund, which was a bill that was in the legislature in the last session to create a housing trust fund and it failed. It would have been a bill that would have referred a measure to the ballot for approval by the electorate. The Housing Investment Fund Coalition has since filed a ballot title and that ballot title has been approved. So they're going to petition on to the ballot now, it is in the petition stage. One of the reasons why the State Housing Board should know about it is because it designates the members of the SHB in addition to some additional appointments as the deciding authority on where this approximate \$30 million a year would be spent within the process. What it really indicates is that it would be an increase in the current documentary fee from one cent per \$100 on the purchase price of real estate to four cents per \$100. They will be out with their petitions and they have to get 60,000 signatures within a fairly short amount of time. Director Williams will be sure to keep the SHB updated on progress of this.
- The Landlord Tenant Bill passed the legislature and two weeks ago was signed by the Governor. It did up end having the Governor's support.
- Another bill that has been signed by the Governor is the Ferrandino bill. Since that time, we have met with ACORN, who is responsible for bringing the legislature forward to representative Ferrandino. We've been working with him on the Foreclosure Task Force Executive Committee. Our goal and objective is that hopefully by next month there will be choices for the SHB to make about how that \$100,000 is to be spent in foreclosure mitigation.

APPLICATIONS REVIEWED IN JUNE

**Volunteers of America National Services
Casa De Rosal Apartments**

Project Number: 08-012

Project Manager & Address:

Ms. Jennie Rodgers
Community Strategies Institute
3477 West Hayward Place
Denver, Colorado 80211
303-668-2534 telephone
866-415-1179 fax
jennie@csicolorado.org

Charles W. Gould, President
Volunteers of America National Services
1660 Dike Street
Arlington, VA 22314
703-341-5000 telephone
703-342-7002 fax

Project Address: 735 and 755 Vrain Street, Denver, CO

Project Description: The Volunteers of America National Services (VOANS) is requesting a 0%, \$450,000 loan for three years from the State Revolving Loan fund for the construction of a 54 unit senior rental development of approximately 41,850 SF of living space in Denver, Colorado. This loan will be repaid from a combination of a VOA land loan and an additional tax credit equity allocation from CHFA (the applicant has indicated that they will also compete for new State HOME funds for this project when available). The project is located at 735 and 755 Vrain Street and includes; a laundry room, exercise room, community room and management office. The project is a partnership between Vrain Housing 2005, LLC and Volunteers of America National Service. The Volunteers of America will provide case management services and property management services for this project. Vrain Housing 2005, LLC will provide the project development and construction management for this project. On-site case management services will be provided to Casa De Rosal households, as well as, households living in the existing Casa Dorado Apartments next door.

Staff Recommendation: Full funding of a State RLF loan of \$450,000 at 1% interest, with deferred payments, due in 3 years.

Date of Meeting: June 10, 2008

| | | | |
|---------|---------------------------------------|-----------|---------------------------------------|
| Anarde | Full Funding per Staff Recommendation | Lucero | Absent |
| Gregory | Full Funding per Staff Recommendation | Rosser | Full Funding per Staff Recommendation |
| Hatcher | Full Funding per Staff Recommendation | Weitkunat | Full Funding per Staff Recommendation |
| Kelly | Absent | | |

The Board approved Full Funding per Staff Recommendation for this project.

**Town of Fowler
Housing Rehabilitation Program**

Project Number: 08-061

Project Manager & Address: Ms. Ramona Stites
Tri-County Housing and Community Development Organization
P.O. Box 87
Fowler, Colorado 81039
(719) 263-5168
Fax (719) 263-5460
monie@tchcdc.org

Project Address: Various

Project Description: The Town of Fowler, on behalf of the Tri-County Housing and Community Development Organization (TCHCDC), is requesting a grant of \$449,110 to continue the funding of their three-county (Bent, Crowley and Otero) Single-family, Owner-Occupied Housing Rehabilitation Program for households at 80% of Area Median Income or less. The current contract for this program ends on June 30, 2008. The new grant funds will be used to provide low-interest loans for 35 rehabilitation projects and 15 essential repairs. This SFOO Rehabilitation Program has received funding from the Colorado Division of Housing since 1991 and has completed the rehabilitation of over 285 owner-occupied homes.

Staff Recommendation: Full Funding

Date of Meeting: June 10, 2008

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|---------|--------------|-----------|--------------|
| Anarde | Full Funding | Lucero | Absent |
| Gregory | Full Funding | Rosser | Full Funding |
| Hatcher | Full Funding | Weitkunat | Full Funding |
| Kelly | Absent | | |

The Board approved Full Funding for this project.

**Upper Arkansas Area Development Corporation
Prairie Sage Subdivision**

Project Number: 08-062

Project Manager & Address: Sharon McKinsey
Regional Housing Development Director
Upper Arkansas Area Development Corp.
P.O. Box 510
Canon City, CO 81215-0510
Telephone: (719) 269-7687
Fax: (719) 275-2907
Email: housing@uaacog.com

Project Address: 845 N. Raynolds, Canon City

Project Description: The Upper Arkansas Area Development Corp. (UAADC) requests a grant of \$372,080

to acquire 34 finished lots in an approved PUD in Canon City, which is in Fremont County. The seller has not yet begun the infrastructure for the lots, but will once UAADC secures all of its funding commitments. Once they are complete, UAADC will purchase all of the lots. UAADC will develop for-sale homes on the lots, primarily through their Mutual Self-Help Housing program, over the next 3-4 years. As the homes are completed, UAADC will pass on CDOH funds to the buyers, and will secure them as deferred second mortgages on the homes. When the homes eventually sell, homeowners will repay the CDOH funds back to UAADC and they will be invested in a revolving loan fund for future, similar projects.

Mutual Self-Help Housing is a USDA – Rural Development funded program used primarily to help very low- and low-income households (below 80% AMI) construct their own homes. Families participating in a mutual self-help project perform approximately 65% of the construction labor on each other's homes under qualified supervision. The savings from the reduction in labor costs allows otherwise ineligible families to own their homes. Families must be unable to obtain credit elsewhere, yet have reasonable credit histories. RD provides loans for up to 33-38 years, with payment assistance to reduce the interest rate to as low as 1%. The amount of subsidy is determined by the family's AMI, so that the family pays from 22 to 26 percent of their income for principal, interest, taxes, and insurance (PITI). There is no required down payment. The homes must be modest in size, design, and cost. RD used to require them to be E-Star certified. Although that certification is no longer required, UAADC still builds homes to that standard.

Staff Recommendation: Full Funding

Date of Meeting: June 10, 2008

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|---------|--------------|-----------|--------------|
| Anarde | Full Funding | Lucero | Absent |
| Hatcher | Full Funding | Rosser | Full Funding |
| Gregory | Full Funding | Weitkunat | Full Funding |
| Kelly | Absent | | |

The Board approved Full Funding for this project.

**Housing Authority of Grand
Cliffview Assisted Living Center - Rehabilitation**

Project Number: 08-065

Project Manager & Address: James M. Sheehan
Executive Director
Housing Authority of Grand
P.O. Box 264
308 Byers Avenue
Hot Sulphur Springs, CO 80451
(970) 887-7271
Fax (970) 887-7272
jsheehan@co.grand.co.us

Project Address: 710 Eagle, Kremmling, CO 80459

Project Description: The Housing Authority of Grand, Colorado requests a grant of \$160,926 to assist with the capital improvements / rehabilitation of Cliffview Assisted Living Center and to fund the start-up costs of a marketing program to attract new residents to the facility. Located in Kremmling, Cliffview consists of twenty-

four (24) one-bedroom studio units with private bath, a commercial kitchen and common dining room, common areas for the use of the residents, a barber shop, two (2) respite rooms and offices for staff. The project serves elderly residents primarily from Grand County and the northeastern part of Summit County. The property is owned by the Housing Authority and it contracts with Senior Housing Options to staff and manage the facility and its programs.

Staff Recommendation: Full Funding

Date of Meeting: June 10, 2008

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|---------|--------------|-----------|--------------|
| Anarde | Full Funding | Lucero | Absent |
| Hatcher | Full Funding | Rosser | Full Funding |
| Gregory | Full Funding | Weitkunat | Full Funding |
| Kelly | Absent | | |

The Board approved Full Funding for this project.

OTHER BUSINESS

- **Update on Windsor Tornado Relief – Teresa Duran**
 - The tornado hit Windsor on May 22, 2008
 - 884 families have registered with FEMA
 - 243 homes were damaged
 - 70 homes were destroyed
 - 1 man died – he was homeless living in his camper and tried to outrun the tornado.
 - Staff has been assisting people to find affordable housing, provided via coloradohousingsearch.com
 - Money was provided to Larimer County to funnel to Neighbor to Neighbor to provide additional rental assistance to those who were eligible.
 - \$25,000 was provided to the United Way to help with debris removal.
 - Teresa and Denise will be meeting with Habitat for Humanity about development of self help homes.

The meeting adjourned at 3:35 p.m.

JULY PRESENTATIONS

Larimer County Home Improvement Program
Housing Rehabilitation Program

Project Number: 08-056

Project Manager & Address: Amy Irwin
Home Improvement Program Manager
Housing Authority of the City of Loveland
375 W. 37th Street, Suite 200
Loveland, CO 80538
(970) 635-5931
(970) 278-9904 Fax
airwi@lovelandhsg.org

Project Photo:



Project Address: Various locations in Larimer County (outside of Loveland and Fort Collins city limits)

Project Description: The Housing Authority of the City of Loveland (HACOL) is requesting a CDBG grant for \$202,700 in continuance of the Larimer Home Improvement Program. These grant funds will be used to assist with the repair and rehabilitation of (fifteen) 15 homes by providing low-interest loans to homeowners earning less than 80% AMI. Historically those assisted by the program have fallen under the 50% AMI level. CDOH funds will be used only in the non-entitlement areas of Larimer County. This program was initially funded by CDOH with HOME funds in 1993. Under its current contract, HACOL has completed 36 rehabilitation jobs over a three-year period.

PROGRAM BUDGET

| Project Activities | Total Project Cost | State Funds Requested | Other Funds | Source | Status |
|---|--------------------|-----------------------|--------------------|--|----------------------|
| Rehabilitation | \$150,000 | \$150,000 | | | |
| Program Administration (Indirect Costs) | \$22,954 | \$15,954 | \$4,500 \$2,500 | Housing Authority of the City of Loveland Larimer County | Committed Pending |
| Project Administration (Direct Costs) | \$36,746 | \$36,746 | | | |
| Totals | \$209,700 | \$202,700 | \$7,000 | | |

STAFF ALLOCATION PLAN

| Staff Position | Total Salary & Fringe | % of Time Home Improvement | % of Time Home Ownership | % of Time Development | % of Time Other Programs | % of Time TOTAL |
|----------------------|-----------------------|----------------------------|--------------------------|-----------------------|--------------------------|-----------------|
| Program Manager | \$67,653 | 38.5% | 20% | 32% | 9.5% | 100% |
| Development Director | \$125,458 | 2.4% | 2.4% | 88% | 7.2% | 100% |
| Director of Finance | \$141,333 | 2.4% | 2.4% | 92.2% | 3% | 100% |
| Acctg. Staff #1 | \$31,560 | 10% | 10% | 0% | 80% | 100% |
| Acctg. Staff #2 | \$70,325 | 2.4% | 4% | 4.8% | 88.8% | 100% |
| Acctg. Staff #3 | \$53,900 | 3.5% | 2% | 3.6% | 90.9% | 100% |
| Acctg. Staff #4 | \$89,983 | 5% | 6% | 4% | 85% | 100% |
| Acctg. Staff #5 | \$54,521 | 4.3% | 4.8% | 3.6% | 87.3% | 100% |
| Totals | \$634,733 | \$45,996 | | | | |

PROJECT ASSESSMENT FOR OWNER-OCCUPIED REHABILITATION

| Criteria | Project Data | DOH Range |
|--|---|--------------------------|
| (a) Rehabilitation Financing | | |
| Value of Current Loan Portfolio | \$908,801 | |
| Total # of Loans in Portfolio | 78 | |
| # of Deferred Loans in Portfolio | 9 | |
| Value of Loans Deferred until Sale or Transfer | \$109,257 12% of Portfolio Value | Up to 25% |
| Annual Program Income | \$200,000 | |
| Total # of New Loans | 15 | |
| New Loans from Program Income | 15 (not reflected in this budget) | |
| New Loans from CDOH Grant | 15 / 100% of budget | |
| Maximum CDOH Loan Amount | \$24,999 | \$24,999 |
| Loan Terms & Rates | 0% to 50% AMI - 0%-2% 51%-75% AMI – 3%-4% 75% and over – 5% Average Term – 10 - 15 years | |
| Rehabilitation Costs | | |
| Average Rehabilitation Cost | \$10,000 | \$9,750 to \$25,000 |
| Average Replacement Cost | None anticipated | Ave. Rehabilitation Cost |
| Average Emergency Repair Cost | \$1,000 | |
| Market | | |
| Qualifying Household Income | Below \$60,000 | 50%-80% AMI, 4 people |
| # of Applicants on Waiting List | 6 (pre-approved) | |
| Geographic Distribution of Projects vs. Population | Larimer County – 100%; Pop. 85,018 | |
| Program Operations | | |
| Administrative Cost/New Loan | Avg. \$3,980 / Loan | \$2,500 to \$4,500/loan |
| CDOH Funding Eligibility | CDBG, HOME, HDG | |

Comments:

Management Capacity

Pro:

1. The Housing Authority of the City of Loveland (HACOL) has operated the Larimer Home Improvement Program (LHIP) since 1993 and has provided rehabilitation loans to over 235 families. This program has historically averaged 10 - 20 new rehab loans per year. HACOL also runs a successful downpayment assistance loan program for Larimer County.
2. Amy Irwin, the Program Manager, has managed this program for the past 6 years. They currently have 78 loans in their portfolio, (88% amortizing, 12% deferred) with only 1% of their loans in a late-payment status and no foreclosures.
3. The program is overseen by a board of directors made up of representatives from the City of Fort Collins, City of Loveland, Larimer County, the two housing authorities for those areas and the LHIP Program Manager.
4. Due to the current lack of availability of State HOME funds, CDOH advised HACOL to apply for CDBG funds to serve only the non-entitlement areas of Larimer County. HACOL will continue to provide rehab loans to residents of Fort Collins and Loveland through the recycling of its HOME program income. It is anticipated that there will be 15 rehab loans made from program income during the contract period. When State HOME funds are available again, HACOL intends to submit an application for funding.

Con: None.

Public/Private Commitment

Pro:

1. HACOL has requested \$2,500 from Larimer County for administrative costs for this program.
2. HACOL is contributing \$4,500 to support a portion of the administrative costs of the program.

Con: None.

Market Demand

Pro:

1. Demand for the rehab loan program is increasing. Marketing efforts have been targeted to areas with older housing stock which tend to be occupied by elderly households with limited income.
2. It is also possible that some of the homes damaged by the recent tornado may be uninsured or underinsured and in need of repairs.

Con: None.

Explain Variances from ranges:

- There are no variances from the ranges.

Other projects funded in Larimer County since 6/07:

- | | |
|--|-----------|
| • 5/08 – Larimer County/HACOL Homeownership Program/DPA, grant | \$738,600 |
| • 7/07 – Town of Estes Park/Housing Needs Assessment, grant | \$ 44,000 |

Other projects funded for Housing Authority of City of Loveland (applicant) since 6/07:

- | | |
|--|-----------|
| • 5/08 – Larimer County/HACOL Homeownership Program/DPA, grant | \$738,600 |
|--|-----------|

Larimer County AMI: \$75,000

Staff Recommendation: Full Funding

Date of Meeting: July 8, 2008

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|---------|--|-----------|--|
| Anarde | | Lucero | |
| Gregory | | Rosser | |
| Hatcher | | Weitkunat | |
| Kelly | | | |

Upper Arkansas Area Council of Governments
Owner-Occupied Rehabilitation

Project Number: 08-067

Project Manager & Address: Judy Lohnes, Executive Director
Upper Arkansas Area Council of Governments (UAACOG)
3224 Independence Road
P.O. Box 510
Canon City, CO 81215
(719) 269-7687
Fx: (719) 275-2907
Email: jlohn@uaacog.com

Project Photo:



Project Address: throughout Lake, Chaffee, Fremont, Custer & Teller Counties

Project Description: Fremont County, on behalf of the Upper Arkansas Area Council of Governments (UAACOG), requests a \$171,350 grant to continue their Owner-Occupied Rehabilitation program. They have operated this program since 1987, and this funding would allow them to rehab another 19 units for homeowners at or below 80% AMI in the next year.

PROGRAM BUDGET

| Program Activities | Total Program Cost | State Funds Requested | Other Funds | Source | Status |
|----------------------------|--------------------|-----------------------|---------------------------|---|-------------------------------------|
| Rehabilitation of 19 Units | 187,300 | 35,000 | 143,600 7,500 1,200 | Program Income USDA-RD Local Gov'ts | committed committed committed |
| General Administration | 91,200 | 91,200 | | | |
| Direct Administration | 45,150 | 45,150 | | | |
| Totals | 323,650 | 171,350 | 152,300 | | |

PROJECT ASSESSMENT FOR OWNER-OCCUPIED REHABILITATION

| Criteria | Project Data | CDOH Range |
|--|--|--------------------------|
| (b) Rehabilitation Financing | | |
| Value of Current Loan Portfolio | 1,622,471 | |
| Total # of Loans in Portfolio | 88 | |
| # of Deferred Loans in Portfolio | 9 | |
| Value of Loans Deferred until Sale or Transfer | \$83,198 5% of Portfolio Value | Up to 25% |
| Annual Program Income | \$108,631 from regular payments \$35,000 from payoffs | |
| Total # of New Loans | 19 | |
| New Loans from Program Income | #14.5 / 76.7% | |
| New Loans from CDOH Grant | #4.5 / 23.3% | |
| Maximum CDOH Loan Amount | \$24,999 | \$24,999 |
| Loan Terms & Rates | 1-6%, 1-30 years based on available income & loan committee decision | |
| Rehabilitation Costs | | |
| Average Rehabilitation Cost | \$9,858 (w/o admin) | \$9,750 to \$25,000 |
| Average Replacement Cost | None planned | Ave. Rehabilitation Cost |
| Average Emergency Repair Cost | None planned | |
| Market | | |

| | | |
|---|---|-------------------------------|
| Qualifying Household Income | (c) \$26,950-43,100 Chaffee (d) \$26,950-43,100 Custer (e) \$26,950-43,100 Fremont (f) \$28,250-45,200 Lake (g) \$34,650-55,450 Teller | 50%-80% AMI, 4 people |
| # of Applicants on Waiting List | 2 | |
| Geographic Distribution of Projects (% Population / % Rehab Jobs) | (h) Chaffee – 17% pop, 25% jobs (i) Custer – 4% pop, 0% jobs (j) Fremont – 49% pop, 63% jobs (k) Lake – 8% pop, 6% jobs Teller – 22% pop, 6% jobs | Percentages should be similar |
| Program Operations | | |
| Administrative Cost/New Loan | \$7,176 | |
| CDOH Funding Eligibility | CDBG | |

Comments:

• Management Capacity

Pro:

1. UAACOG has run a Single Family Owner-Occupied Rehab since 1987. Their RLF pool is essentially self-sufficient, except for administrative costs (per CDOH policy). Program income has consistently been higher than expected, plus they have leveraged other sources of funding on a case-by-case basis (Medicaid/HCBS, Weatherization, RD 504 mortgages, E-Star, Lead Based Paint testing fees, and in-kind donations).
2. UAACOG also has a regional Section 8 program, which they have operated since 1984. UAACOG's Mutual Self-Help housing program started in 1999, and has produced 84 units. UAACOG also provides homebuyer counseling (monthly workshops, one-on-one counseling, and foreclosure prevention) and recently started a small down payment assistance loan program.
3. UAACOG housing counselors attended Foreclosure Prevention Counseling training on 6/23-27/08, and will be certified by NeighborWorks.

Con:

1. Their rehab loan portfolio's delinquency rate is 18% (16 of 88 loans are 30+ days late). Since that report was printed, the program's loan officer reports that 2 have paid off their loans, 2 were foreclosed on & will be paid off, and one was foreclosed on & will not be paid off – it needs to be written off. That leaves 11 (12%) who are in communication with UAACOG's loan officer and are working to get caught up.

- **Public/Private Commitment**

Pro:

1. The various counties, cities & towns within the program area have agreed to: waive or reduce building permit fees, contribute \$100 cash per unit, waive water &/or sewer tap fees, or commit \$100 of allocated CSBG funds.

Con: None.

- **Market Demand**

Pro:

1. Historically, this program has completed 12 rehabs and 2 replacements each year. The last contract was for 16 units. It started 10 months ago, and they have already completed 14 jobs & started 2 more. CDOH is in the process of amending that contract to allow them funding for another 2 applicants who have almost completed the approval process, bringing that contract's total to 18 jobs. There is no waiting list beyond those 2 applicants, but that is normal for this program.

Con: None.

Explain Variances from ranges:

Geographic Distribution: Comparing population of the 5 counties to the distribution of jobs in the last contract, it appears that Fremont County was over-served, & Teller County was under-served. UAACOG now has a working relationship with a new housing non-profit in Teller County, and they will help to market this program.

Projects funded in Fremont, Custer, Chaffee, Lake or Teller Counties since 6/07:

- 6/07 – UAACOG/Rehabilitation Program \$195,400
- 6/07 – UAACOG/Needs Assessment for Lake, Fremont & Custer Counties \$47,000
- 8/07 – UAACOG/Downpayment Assistance Program \$67,035
- 4/08 – UAADC/CHDO-CBDO Operating Funds \$78,050
- 6/08 – UAADC/Prairie Sage Subdivision \$372,080

Other projects funded for UAADC since 6/07: see above

County AMI:

\$51,000 Chaffee
\$49,600 Custer
\$51,200 Fremont
\$50,200 Lake
\$69,300 Teller

Staff Recommendation:

Date of Meeting: July 8, 2008

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|---------|--|-----------|--|
| Anarde | | Lucero | |
| Gregory | | Rosser | |
| Hatcher | | Weitkunat | |
| Kelly | | | |

UAACOG Rehab Staff - Salary/Fringe Allocation 2008

| | Annual Hrs | Annual Salary | All Associated Fringe & Taxes | Projected Total Cost | Section 8 /FSS | Self- Help | Rehab | Housing Counseling | Dole | CHDO | Total % |
|------------------|---------------|------------------|--|-------------------------|-------------------|---------------|-------|-----------------------|------|------|------------|
| McKinsey, Sharon | 2080 | 46,209.24 | 13,164.02 | 61,782.09 | 20% | 20% | 20% | 3% | | 37% | 100% |
| Trekell, Erlin | 2080 | 30,979.96 | 10,499.63 | 43,255.79 | | | 90% | | 10% | | 100% |
| Schenk, Kevin | 1560 | 29,704.58 | 11,706.60 | 40,691.04 | | | 100% | | | | 100% |

UAACOG Rehab Staff - Salary/Fringe Allocation 2009

| | Annual Hrs | Annual Salary | All Associated Fringe & Taxes | Projected Total Cost | Section 8 /FSS | Self- Help | Rehab | Housing Counseling | Dole | CHDO | Total % |
|------------------|---------------|------------------|--|-------------------------|-------------------|---------------|-------|-----------------------|------|------|------------|
| McKinsey, Sharon | 2080 | 46,902.38 | 12,683.99 | 62,031.33 | 20% | 20% | 20% | 3% | | 37% | 100% |
| Trekell, Erlin | 2080 | 31,259.93 | 10,540.88 | 43,788.39 | | | 100% | | | | 100% |
| Schenk, Kevin | 1560 | 30,150.15 | 11,773.99 | 41,216.76 | | | 100% | | | | 100% |

Projected a 1.5% COLA for both years - of course, those are not guaranteed.

May lose DOLE, so put 100% in Rehab for Loan Officer in second year